

**POLICE AND FIRE**  
**COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer:	BOROUGH OF AUDUBON	County:	Camden
Employee Organization	POLICE DEPARTMENT	Employees in Unit:	16
Base Year Contract Term:	1/1/2010      12/31/2012	New Contract Term	1/1/2013      12/31/2015
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award <input type="checkbox"/> Fact-Finder Recommendation <input checked="" type="checkbox"/> Voluntary Settlement		

**Section II: Statutory Definition of Base Salary**

**N.J.S.A. 34:13A-16.7(a):** Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	<b>Base Year - Total Costs</b> <i>(Last Year of Previous agreement)</i>		<b>New Base Year - Total Costs</b> <i>(First Year of Successor agreement)</i>	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$1,310,831		\$1,338,809	
Increment .....	\$0	N/A	\$0	N/A
Longevity .....	\$25,984		\$30,772	
<b>Section IV: Additional Costs</b> <i>List economic items: indicate either inside or outside base salary as agreed to between the parties.</i>				
Item 1 ..... SHIFT DIFFERENTIAL		\$42,023		\$42,918
Item 2 ..... COLLEGE CREDITS		\$4,606		\$4,704
Item 3 ..... SICK SELL BACK		\$15,260		\$15,585
Item 4 ..... VACATION SELL BACK		\$27,455		\$28,040
Item 5 ..... FIRE ARMS		\$640		\$640
Item 6 ..... CLOTHING ALLOWANCE		\$16,000		\$19,200
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional Items list on separate sheet	Additional Items			
<b>Section V: Totals - Sum of costs in each column</b>	\$1,336,815  (Total Economic) Section III & IV	\$105,984  (Total Non-salary Economic)	\$1,369,581  (Total Economic) Section III & IV	\$111,087  (Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year(previous agreement) \$1,336,815

Effective Date (m/d/yyyy)	1/1/2013	7/1/2013	1/1/2014	1/1/2015		
Percent Increase .....	1.5	1.25	2.00	1.50		
Actual dollar increase .....	\$20,052	\$12,715	\$27,392	\$20,955		
Total Economic Costs (successor agreement) .....	\$678,433	\$691,148	\$1,396,973	\$1,417,928		

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage Impact (average per year over term of agreement) 2.02%  
 Dollar Impact (average per year over term of agreement) \$27,038

**Section VIII**

<u>Medical Costs</u>	Base Year	Year 1				
Cost of Health Plan .....	\$235,000	\$281,016				
Employee Contributions .....	\$0	\$17,920				
Prescription .....	\$11,000	\$0				
Dental .....	\$3,792	\$3,792				
Vision .....	\$8,800	\$8,800				

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.